



# State of Michigan

## Strategic Plan for the State

### Fiscal Years 2020 to 2025

Pursuant to the requirements set forth in MCL 18.1363

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<b>Michigan State Police</b> <b>Fiscal Years 2020 - 2025</b>		
<b>FOUNDATIONS</b>	<b>MISSION</b> <p>Provide the highest quality law enforcement and public safety services throughout Michigan.</p>	<b>VISION</b> <p>Be a leader and partner in law enforcement and public safety, with a highly trained, full-service state police force that is mobile, flexible, and responsive to emerging public safety needs across Michigan.</p>
<b>KEY GOALS</b>	<p><b>Provide the highest quality law enforcement and public safety services by maximizing existing strengths and assets and by forging authentic community connections.</b></p>	<p><b>Support our department members by creating an environment that fosters engagement and encourages personal growth and future success.</b></p>
<b>KEY STRATEGIES</b>	<ul style="list-style-type: none"> <li>• Maintain trooper strength and capabilities by conducting a one-for-one replacement for all enlisted attrition, in order to maintain a minimum staffing of 2,000 enlisted members annually by December 31.</li> <li>• Provide a seamless in-car mobile environment that reduces administrative time for troopers by 10 percent by pursuing technology solutions, including single sign-on capability, enhanced connectivity, and dictation software by Dec. 31, 2022.</li> <li>• Reduce crime and improve traffic safety by developing and implementing annual district-level plans, comprised of post and section plans, based on data and best practices that focus on crime and traffic initiatives where department resources can make a positive impact by December 31.</li> <li>• Assess the department's current service delivery model to ensure it meets today's needs, including reviewing work sites, department fleet, and the assigned vehicle program by Dec. 31, 2022.</li> <li>• Improve throughput for forensic examinations to better serve our partners in the pursuit of criminal justice by Dec. 31, 2022.</li> <li>• Empower work sites with the resources and latitude to tailor their annual community outreach plan to meet the unique needs of the residents and stakeholders they serve through Dec. 31, 2022.</li> <li>• Develop an after-action procedure that is implemented following a critical incident to identify lessons learned and opportunities for improvement through Dec. 31, 2022.</li> </ul>	<ul style="list-style-type: none"> <li>• Launch an internal mobile app that will enhance employee communication and engagement by Dec. 31, 2021.</li> <li>• Establish a department-wide employee mentor program to encourage personal growth and future success by Dec. 31, 2021.</li> <li>• Establish a civilian onboarding program that will foster employee inclusion and improve retention by Dec. 31, 2022.</li> <li>• Make training more accessible for department members and our public safety partners by utilizing virtual-reality and modern video-based learning methods and by seeking alternate training locations by Dec. 31, 2022.</li> </ul>
<b>CORE OPERATING PROCESSES</b>	<ul style="list-style-type: none"> <li>• Delivering law enforcement services statewide</li> <li>• Investigating crime and enforcing laws</li> <li>• Protecting people and businesses</li> </ul>	<ul style="list-style-type: none"> <li>• Fostering employee engagement and inclusion</li> <li>• Developing and retaining talent</li> <li>• Modernizing training</li> </ul>
<b>KEY MEASURES</b>	<ul style="list-style-type: none"> <li>• 2,000 total enlisted member strength</li> <li>• 10 percent reduction of time spent by troopers on administrative duties</li> <li>• 65-day average turnaround time for cases submitted to the Forensic Science DNA Unit</li> </ul>	<ul style="list-style-type: none"> <li>• 79% or higher agree score for the Employee Survey question "I get the information I need to be productive in my job"</li> <li>• 100% of new civilian employees assigned a mentor within 30 days</li> <li>• 20% of training offered virtually</li> </ul>
<b>VALUES</b>		
<p>Opportunity – that each Michigander be granted the greatest chance to succeed and advance</p> <p>Responsibility – that there is an expectation and duty to embrace opportunity to the best of each person's capability and situation</p> <p>Security – that protections are essential for those experiencing unforeseeable or unimaginable events</p> <p>Service – that Michiganers receive from the Michigan State Police the highest quality law enforcement and public safety services</p> <p>Integrity – that the actions of the Michigan State Police reflect fairness and instill the trust and confidence of our department members, the public, and our stakeholders</p> <p>Inclusion – that the Michigan State Police fosters a culture and mindset where the unique contributions of each department member and community member are valued and celebrated</p>		

